

## Labor-Management Relations

### ■ Employee welfare measures

1. Enjoy special leave and allocate retirement benefits in accordance with the law, establish a staff welfare committee to coordinate welfare activities and safeguard the rights and interests of workers.
2. All employees are required to participate in labor insurance and national health insurance in accordance with the law. In addition, the company provides group insurance and travel insurance for employees, with the premiums paid by the company.
3. Regularly conducting employee health checks to ensure the well-being of employees.
4. The Spring Festival, Labor Day, Dragon Boat Festival and Mid-Autumn Festival both have cash gifts or presents.
5. Marriage, funeral, childbirth, etc. are all eligible for subsidies.

### ■ Retirement system and implementation status

The company aims to ensure a stable retirement life for its employees and enhance their service spirit during their employment. In accordance with the regulations of the Labor Retirement Pension Act, a retirement fund is allocated to each employee's personal retirement account at a rate of 6% of their monthly salary.

The company has established a defined retirement policy, applicable to employees who meet the retirement criteria as of November 6, 2020. In addition, the company estimates the balance of the retirement reserve account for the previous year before the end of each fiscal year. If the balance is insufficient to pay the estimated retirement benefits for eligible employees in the following year, the company will make a one-time allocation of the difference by the end of March of the following year.

### ■ Agreements between labor and management and measures to protect employee rights

The company values employee rights and maintains harmonious labor relations and convene a labor-management meeting quarterly. Employees can exchange comments through open communication channels to maintain a good interaction between labor and management. As a result, there have been no significant labor disputes to date.

## ■ Work environment and employee personal safety protection measures

The company has established occupational safety and health management personnel and fire management personnel in accordance with the laws and regulations to ensure the safety and health of employees in the workplace. The main implementation measures are as follows:

### 1. Environmental safety aspect

- (1) Handle the declaration of public safety inspection and maintenance of buildings.
- (2) Set up access control card swiping and cooperate with security management. In case of any abnormality, security personnel will promptly contact the emergency contact person to eliminate the anomaly and ensure the safety of company personnel and property.
- (3) Perform daily inspections of fire sources, fire evacuation facilities, and fire safety equipment every month.
- (4) Carry out two self-defense fire brigade training sessions and one fire safety equipment inspection declaration every year to reduce the risk of disasters to employees and property.
- (5) Quarterly water quality testing for water dispensers.
- (6) To set up an AED (Automated External Defibrillator) in the work environment to prevent accidents.
- (7) All our mechanical, electrical, and fire protection equipment in this company require at least one annual maintenance or repair.

### 2. Employee safety

- (1) Perform employee annual health check-ups.
- (2) Regularly arrange specialist doctors to provide on-site health services, and employ full-time nurses to continuously care for the physical and mental health of employees.
- (3) Conduct employee occupational safety and health education training.
- (4) Set up first aid personnel according to regulations and regularly arrange lectures and training.
- (5) In order to effectively reduce the risks of employees being exposed to harm and contracting occupational diseases, the company has developed relevant plans in response to workplace health issues under the Occupational Safety and Health Act. These plans include addressing human factors engineering, unlawful infringement, overwork, and maternity protection. Additionally, a

questionnaire survey will be conducted among colleagues as a follow-up health risk assessment and improvement measure.

- (6) According to the Gender Equality Act, a sexual harassment complaint and investigation channel shall be established, and all employees are required to comply with the law.
- (7) Occupational safety personnel periodically inspect the workplace for hazards.
- (8) Regular maintenance is arranged for the official vehicles used by employees to prevent accidents.
- (9) Provide employees with group insurance, labor insurance, health insurance, and occupational accident insurance.
- (10) For the tracking and retraining of legal education training certificates, in order to comply with the latest regulations.
- (11) Accident Reporting and Handling Operations Company formulates accident handling operation regulations as the basis for implementation. When colleagues have accidents, the company's occupational safety personnel or occupational health personnel will provide health care and assistance. Internal accidents in the factory, safety personnel and unit supervisors initiate accident investigations, propose improvement measures to prevent further accidents.